

St Mary Magdalen's Catholic Primary School



Anti-Bullying Policy

Governors' Committee Responsible:	Full Governing Board
Status:	Non-statutory
Review Cycle:	Every two years
Date Written/Last Review:	25 June 2020
Date of Next Review:	June 2022

MISSION STATEMENT

We are a Roman Catholic community, placing God at the centre of our lives. Christian values permeate every aspect of the school day. As a small friendly school, we aim to produce the warmth and intimacy of the family. We recognise each individual as special and loved by God, caring for one another and fostering love, trust and respect. When mistakes are made we recognise them as opportunities for learning and consequent reconciliation.

We aim to help all children fulfil their potential. We have high expectations of the children; we want them to do their best socially, personally, academically and spiritually.

We recognise each child's full entitlement to education. We value children's uniqueness and endeavour to nurture their potential. We strive to promote in them a sense of personal worth and self-confidence, as well as an awareness of their responsibilities to self and others.

At St Mary Magdalen’s Catholic Primary School we believe that every member of the school community should feel safe and respected. This policy is designed to support children, staff and parents/carers to recognise, report and address any bullying issues. We aim to promote a caring environment where every child matters and support is given to both victims and perpetrators of bullying. This policy explains the ways in which we work together to ensure a consistent approach to tackling bullying behaviour and developing a school ethos in which bullying is regarded as anti-social behaviour and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at schools.

OUR ANTI-BULLYING POLICY AIMS TO:

- produce a safe and secure environment where all can learn without anxiety and this is at the forefront of school improvement planning;
- encourage a positive and caring ethos between adults and children where all feel safe to report any incidents of bullying, know they will be taken seriously and issues dealt with appropriately;
- raise awareness of the different types of bullying and reasons for becoming a victim;
- help children, staff and parents/carers understand the reasons why a child or group of children may become bullies;
- raise awareness of early signs of distress;
- ensure all members of the school community are clear about their responsibilities with regard to the eradication of bullying in our school;
- have a consistent approach to bullying throughout the school making clear what is and what is not bullying behaviour.

WHAT IS BULLYING?

Bullying is action taken by one or more children with the deliberate intention of hurtful behaviour towards another child, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The chart below details some of the main types of bullying:

TYPE OF BULLYING BEHAVIOUR	SIGNS OF BULLYING BEHAVIOUR
Physical	Hits, punches, kicks, jostling, damages belongings, steals
Direct Verbal	Threats, insults, nasty teasing, intimidation, racist remarks
Indirect Verbal	Rumours, social exclusion
Cyber	Internet, mobile phone

REASONS FOR BEING A VICTIM MAY INCLUDE:

- race
- gender
- religion or culture
- special education needs or disabilities
- appearance or health conditions
- home circumstances or family crisis
- sexual orientation
- sexist or sexual
- new child in school

VICTIMS

Victims are sometimes children who are not assertive or are unlikely to fight back, loners with few friends, anxious or fearful children, younger children, and those outside a group.

PERPETRATORS

Perpetrators are sometimes children who are victims of bullying or violence themselves, may copy behaviour seen at home, on television or games. They may also get enjoyment from creating fear in others and the power they may gain.

POSSIBLE SIGNS OF DISTRESS IN CHILDREN INCLUDE:

- withdrawn
- work deteriorates
- “made up” illnesses
- isolated
- desire to stay with adults
- irregular attendance
- general unhappiness/anxiety/fear
- poor timekeeping
- bedwetting

IMPLEMENTATION BY ALL STAKEHOLDERS

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents/carers and children.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

SCHOOL STAFF

If bullying is suspected or reported:

- the incident will be dealt with immediately by the member of staff who has been approached;
- a clear account of the incident will be recorded and given to a member of the Senior Leadership Team and/or a Learning Mentor;

- the adult will interview all concerned and will record the incident;
- Class Teachers will be kept informed and if it persists they will report it immediately to a member of the safeguarding team;
- parents/carers will be kept informed;
- punitive measures will be used as appropriate and in consultation with all parties concerned.

IN ORDER TO SUPPORT THE SCHOOL ETHOS STAFF WILL:

- use circle time, assemblies or group work to discuss bullying issues, encouraging children to be caring, co-operative and make good friendships with one another;
- ensure adequate supervision in the playground;
- provide opportunities for small group work on social skills and self-esteem;
- be consistent in following the formal and informal procedures to deal with bullying issues;
- be aware of the distress signs and, listen and respond to any concerns children or adults bring to your attention.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, ICT (Online Safety), registration time, collective worship and the creative curriculum, as appropriate, in an attempt to eradicate such behaviour.

CHILDREN

Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns. In addition, peers within the playground may be approached to support the child to report the incident.

All classrooms have a “Worry Box” where children can leave teachers confidential messages, concerns or report incidents.

CHILDREN WHO HAVE BEEN BULLIED WILL BE SUPPORTED BY:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- reassuring the child;
- offering continuous support;
- restoring self-esteem and confidence.

CHILDREN WHO HAVE BULLIED WILL BE HELPED BY:

- discussing honestly what happened and work with the adult to resolve it;
- discovering why the child became involved;
- establishing the wrong doing and need to change;
- show that they understand and display appropriate behaviour at all times;
- informing parents/carers to help change the attitude of the child;
- offering continuous support.

THE FOLLOWING DISCIPLINARY STEPS COULD BE TAKEN:

Minor cases will be dealt with through discussion with the children involved and a member of staff. Support, warnings and reminders about expected behaviour at St Mary Magdalen’s Catholic Primary school will be given.

If bullying behaviour continues, the bully may lose some of their playtime.

For serious or persistent misdemeanours, the child responsible may be sent into to see the Head Teacher, Mrs Frostick. Sanctions including exclusion from events, playtime, and special treats may be given. Internal or external fixed term exclusions or even permanent exclusion may be given in more serious cases.

Parents/carers will be informed if their child continues with inappropriate behaviour.

Parents/carers who are concerned that bullying has not been dealt with to their satisfaction can approach in the first instance, the Class Teacher. They may take their concerns to Mrs Frostick if they remain dissatisfied. If they are still not satisfied then they can approach the governing board for further advice.

WE EXPECT PARENTS/CARERS TO:

- support the school's Anti-Bullying Policy, displayed on the school website and to actively encourage their child to be a positive member of the school;
- discuss friendships and problems that their child tells them about; be aware of early signs of distress;
- support their child and not simply say "boys will be boys" or "go and hit him/her back" (if the complaints are frequent);
- speak to their child's Class Teacher or any member of school staff about any concerns they have;
- support the school's sanctions if their child has bullied;
- feedback to the school following incidents of their child being bullied or has bullied.

SAFEGUARDING

This policy should be read in conjunction with St Mary Magdalen's Safeguarding and Child Protection Policy, and School Behaviour Policy.

At St Mary Magdalen's Catholic Primary School, safeguarding and child protection is paramount and we are fully committed to ensuring the welfare and safety of all our children. We believe children and young people have the right to protection from neglect and abuse.

Everyone has a responsibility for the protection of children and young people and for reporting concerns.

Professionals working in the education sector have a duty to ensure that Local Safeguarding Children's Board procedures are followed.

In any conflict between the needs of the child or young person and those of parents/carers or professionals, the needs of the young person must come first.

Safeguarding concerns should be reported immediately to the Safeguarding team. The team includes Helen Frostick (Head Teacher), Wendy Burns (Designated Safeguarding Lead) and Catherine Hughes (Deputy Head Teacher).

The designated governors for safeguarding and child protection are Anna Brown and Paul Kenny.

MONITORING AND REVIEW

The school's safeguarding team and governors responsible for safeguarding and inclusion meet regularly to monitor and review this policy and if necessary recommendations are made for further improvement.

Any incidences of bullying are reported to the governors each term through the Head Teacher's Report to Governors.

Every two years the policy is reviewed in consultation with parents/carers, staff, governors and children. In addition, we use pupil and parent/carer surveys to canvas their views on behaviour, bullying and being safe to inform reviews.